



# Leadership Development Framework

## Senior Leaders Development

Nominated by Exec team

### Programme :

Diagnostics May- July 2019  
 09.11.18: Introduction (RT / KS)  
 11.12.18: Team working with the Exec Team (RT)  
 10.01.19: Team working & Intro to NHS Elect Programme (RT / NHSE)  
 01.02.19: Influencing (RT)  
 25 & 26.02.19: Human Factors (Terema)  
 07.03.19 – Team dev (RT) ‘Trust’  
 29.03.19 – Leadership Conference  
 01 & 02.04.19 : Human Factors (Terema)  
 10.05.19 – Coaching with RT  
 11.04.19: Conflict & Resilience (NHSE)  
 14.05.19: Team dev (RT) – topic TBC  
 10.06.19: Strategic & Systems Thinking (NHSE)  
 11.07.19: High Performing Teams (NHSE)  
 17.09.19 – Using Information Effectively (NHSE)  
 17.10.19 – Team dev (RT)  
 18.11.19 – Team dev (RT)  
 18.12.19 – 121 coaching with RT  
 14.01.20 – Team dev (RT)  
 12.02.20 – Team dev (RT)  
 11.03.20 – 121 coaching with RT

**External delivery:** K Steward, R Tyler, NHS Elect, Terema

## Medical Leadership Development

### Programme:

Diagnostics September 2018  
 10/11.01.19  
 25/26.03.19  
 07/08.05.19  
 25/26.06.19  
 19/20.09.19

### Modules

1: The medical leadership team in the local context. Introduction to teamwork, leadership and personal development. Individuals leadership development framework profiling.  
 2: Leadership in an increasingly complex, ambiguous and fast changing medical context.  
 3: Power, politics and persuasion.  
 4: Medical engagement.  
 5: Culture, leading in the future and testing readiness.

Action learning sets embedded.

Underpinned by FMLM leadership and management standards for medical professionals.

**External delivery:** P Lees (FMLM) & David Rook

## Middle Leaders Development

Nominated by senior leaders

**Cohort 1:** Intro: 14.11.18  
 Programme : 18.01.19, 19.02.19, 16.04.19, 30.04.19, 09.05.19  
**Cohort 2:** Intro: 21.01.19  
 Programme: 18.03.19, 17.04.19, 28.05.19, 11.06.19, 11.07.19  
**Cohort 3:** Intro: 28.03.19  
 Programme : 23.04.19, 29.05.19, 26.06.19, 02.07.19, 12.09.19  
**Cohort 4:** Intro: 28.03.19  
 Programme : 09.05.19, 27.06.19, 03.07.19, 24.09.19, 01.10.19  
**Cohort 5** – Intro: 04.09.19  
 Programme: 26.09.19, 05.11.19, 06.11.19, 30.01.20, 05.03.20

1. Compassionate Leadership, Values & Behaviours
  2. Coaching Skills for Leaders
  3. High Performing Teams
  4. Using Information Effectively
  5. Leading Change
  6. Forum theatre behaviours workshop (dates TBC)
  7. Human Factors (dates TBC)
- Action learning sets embedded.

**External delivery:** K Steward, NHS Elect & internal provision

## Team leaders and supervisors

Commenced July 2019

### Session 1: Leading Self

- MBTI
- Emotional Intelligence
- Resilience and Stress

### Session 2: Leading Others

Lencioni model, effective communication, listening, giving and receiving feedback, productive conflict, your development plan

**Session 3:** Half day session 6 weeks after days 1 and 2. Reflection on learning, embedding learning into practice.

**Internal delivery:** Leadership Development Team. 2.5 days workshop

## Fundamentals for personal growth at work

Commenced May 2019

- Elements of Leading an Empowered Organisation
- Communication Skills
- Trust
- Challenging conversations
- Coaching level 1
- Appraisee training
- MBTI
- Stress resilience

## Medical & Senior Leaders Development

Joint programme – dates TBC – possibly November 2019 start  
 TBC – 4 x full day workshops (one per quarter)

MDT project based – final day to be presentation event/ evaluation / reflection on learning  
**Delivery:** currently in negotiation

## Band 7 Nurse Development Programme

**External Delivery:** TBC

## Band 6 Nurse Development Programme

**Internal delivery:** Leadership Development & Clinical Education Teams

**Internal delivery:** Leadership Development Team. 1 day workshop

**ANNUAL LEADERSHIP CONFERENCE:** 29 March 2019 – Compassionate Leadership March 2020 – Inclusive and Quality Focus

**CULTURE AND LEADERSHIP PROGRAMME** – Talent Management strategy (in development)

**CULTURE AND LEADERSHIP PROGRAMME** – Team working programme (in design)

**Additional modules, interventions, diagnostics and support available for all. LDT indicates provided internally by Leadership Development Team.**

Appraisal Skills (LDT)	Coaching Conversations levels 1, 2 & 3 (LDT)	‘Stressed Out’ Resilience Workshop (LDT)
HR Policy and Process workshops	Finance Skills workshops	Strength-finder for individuals and teams (LDT)
121 Coaching & Mentoring (LDT)	Conflict Resolution workshops (LDT)	Team development (LDT)
Healthcare Leadership Model 360° (LDT)	Emotions and Behaviours at Work (EBW) Assessment Tool (LDT)	Myers Briggs Type Indicator (MBTI) for individuals & teams (LDT)
Challenging Conversations (LDT)	Quality Improvement	System Leadership Development
Equality and Diversity	Human Factors (LDT)	Making Every Contact Count (MECC) (LDT)
National Leadership Academy Courses	Leadership and Management E-learning	Leadership & Management Apprenticeships